Special Convention Section P. 5-7

CONVOY DISPATCH

Voice of the Teamster Rank and File Since 1975

Oct. 1980
No. 9

Teamsters for a Democratic Union P.O. Box 10128, Detroit, MI 48210 Phone (313) 842-2600

No Give-aways!!

For the first time in Teamster history, the National Master Freight Agreement [NMFA] has been reopened by the employers. They are gunning to take away gains that Teamsters fought for years to win.

J.Curtis Counts, the employers chairman, has already asserted: "Any re-opening of the contract will occur because it will impact favorably on management."

This is a crucial turning point for Teamsters. Not just for the 300,000 freight Teamsters, but also for over a million whose contracts are patterned after the NMFA.

If we remain silent this month, we could regret it for years to come.

On August 25, Frank E. Fitzsimmons wrote a letter to Trucking Management Inc. (TMI) granting their request to re-open the contract.

As **Convoy-Dispatch** goes to press, TMI and IBT negotiators are set to meet in Chicago on September 11.

And outside the room, Teamster members' concern and anger is rising as the word spreads of what is happening. TDU has vowed to organize that concern into an effective force.

The employers are demanding:

- **Elimination of Cost of Living Payments for October 1 and April 1.**
- **Reduction of payment to drivers under the Steelhaul and Special Commodities Riders.**
- **Door-to-door pick-up and delivery of Straight Loads by road drivers.**
- **Flexible work week and starting times, and loss of other work rules.**
- **Additional takeaways for Shorthaulers.**

Our Union is demanding:

- **NOTHING! The Internationals negotiators haven't put forward one single negotiating proposals!**

TDU believes that this is the biggest scandal of all. At a time when deregulation has made Article 5 of the NMFA **obsolete** because if a carrier goes broke no one will buy the rights (they can just apply for them)—and therefore no one will have to take the employees—our union doesn't lift a finger.

TDU leader Pete Camarata commented, "They may not be serious about trying to take away our COLA right now. But they want to soften us up, to get us to give away more jobs and conditions. It's time for us to go on the offensive—that's the only way to protect ourselves."

Fitzsimmons stated in a letter sent to all freight locals that they should "feel free to submit any suggestions or proposals you may have with respect to this re-opener."

TDU is going to take him at his word. On August 30 the TDU Steering Committee voted unanimously that **TDU will take this fight into every local we can in the United States.**

We will do everything in our power to ensure our legal rights in this fight. Article 27 of the NMFA grants us the right to "economic action" (strike) if negotiations break down. But our union has already assured the employers that there will be no strike! If there is no strike, then we are entitled to vote by **majority rule.**

We call on all Teamsters to attend their local meetings and fight **against** takeaways and **for** new job security language in our contract. TDU has issued the following **7 Point Program.** You can go to your local meeting and introduce it as a motion on the floor. **It is in order.** Fitz said as much in his letter to freight locals calling for proposals. Let's send him a message, loud and clear:

WHERE WE STAND

1. **NO GIVEAWAYS—KEEP OUR COST OF LIVING.**
   With inflation as high as it is, this is no time to give up our COLA. If we lose it now we may never have it again.
2. **NO GIVEAWAYS ON JOBS AND CONDITIONS.**
   No direct pick-up and delivery. The union is supposed to protect our jobs, not give them up!
3. **NO CUTS FOR STEELHAULERS.**
   Owner-operator Teamsters are barely making it now. Only the fuel surcharge is saving them, and it could be taken away. We cannot get owner-operators to join our union if we dump on those we have.
4. **JOB PROTECTION FOR TEAMSTERS.**
   A new Article 5 to protect jobs at companies that close, such as Wilson and Johnson Motor. Displaced Teamsters must have the right to go on a preferential hiring list (in seniority order) to get jobs as they open up at other carriers.
5. **INNOCENT 'TIL PROVEN GUILTY.**
   Protect more jobs by strengthening our grievance procedure.
6. **LIMIT OVERTIME DURING LAYOFFS.**
   Put more Teamsters to work. And for those who are laid off extend H&W coverage to 1 year. Other unions already have this, why not us?
7. **RIGHT TO VOTE BY MAJORITY RULE IN OUR UNION HALLS.**
   No ⅔ rules or mail ballots to Washington which few members have faith in. Enforce Article 27—the employers have reopened the contract, that means we have the right to take a strike if needed.

"I'll Be There"

COLMER POWELL, WILSON FREIGHT, LOCAL 654,

On July 23 Wilson Freight closed its doors. Some 4,000 Teamsters, from New England to Texas, lost their jobs.

Colmer Powell was one of them. A road driver for more than 26½ years at the South Charleston, Ohio breakbulk terminal.

Wilson's freight is now being hauled by Interstate, Murphy, and other carriers. But they are not going to have to take any Wilson employees. Even when business picks up. They'll be able to hire off the street with no regard for the Wilson workers who lost their jobs.

"That's because they didn't have to buy any of Wilson's rights," said Colmer. "Now they just apply to the ICC and get all the rights they need.

"Now that the contract is re-opened, we have to demand a new clause for job security. The old ones are useless now.

"That's why I'm coming to the Rank & File Convention. Winning Job Security is the #1 issue to be discussed there. It's a meeting no Teamster can afford to miss—unless they want to wind up on the unemployment lines for good."

Time to stand Up for Our Jobs and Contracts!

Come to the Rank & File Convention, Oct. 11-12, Cleveland, Ohio!

LETTERS

TDU Unfair to DePerno?

Dear Editor,

The article **Where Your Dues Dollar Goes** was not true. Teamsters dues money is used for daily operations, rent, utilities, etc., not to mention local benefits to sick members at Christmas time, clambakes, etc.

One of the finest men I have ever met in a long time is Mr. Rocco Deperno of Utica. Believe me, without this man at the top of J.C. 18 there would be nothing at all. His son Rocco is a gentleman. Why shouldn't a person try to make a good life for his family. Mr. Deperno Jr. is a lawyer for the Pension Fund and the fund is very solvent.

I'm sure you made typographical errors when it comes to the Depernos. I am very proud to know them. I am not a personal friend. Do you always print bad things about people?

I would almost bet money the reason is **you would like to have** Mr. Deperno's job.

Mr. Deperno is the only reason so many men are receiving such good pensions. Rocco Deperno will be very difficult to replace. I don't think anyone will ever do it.

Sincerely,
Jon E. Lainhart
Vice President
Local 693
Binghampton, N.Y.

P.S. How much do you and your staff make? Where do you get your operating money from?

(Our story stated that Rocco DePerno received $103,751 in 1979, holding 4 jobs. This report was based partly on 1978 and partly 1979 U.S. government data, making it a conservative figure. Mr. Laninhart's defense of Mr. DePerno's "providing for his family" is a reference to the fact that Mr. DePerno's son, Rocco A. DePerno, is also on the union's payroll.—Editor)

What Is a Life Worth?

Dear Brothers,

As a fellow Teamster and member of the American working force, I was extremely proud of Mr. John Niven, the President of Firestone Rubber Co. and equally proud of the statements he made to Ralph Nader and TV audience.

One answer to a question from Nader was that the Firestone "500" tire was a design error and not the fault of the workers, who did exactly what they were supposed to do.

He also said that it is a misinformed American public which believes that the American worker is out produced by the Japanese worker. Mr. Niven said the American worker out-produces the Japanese by 25%. He also said that if corporations were better managed, we could compete with the imports.

He also expressed support of safety regulations.

However, when asked what is a life worth according to regulation, he stated that the regulations never seem to reach that fine point.

But he gave an example: if an astronaut were stranded in space and it would cost 2 billion dollars to get him back to earth the public probably would not react too much. However, if it were 5 coal miners buried and the same amount of money needed, you more than likely would get strong opposition from the public. All in all brothers it's about time the management realizes that we get the job done, and do it better and faster.

Fraternally yours,
Rex Sagle
Local 491
El Paso, Texas

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TDU Comes Thru

Dear Friends,

Here's a story about how one company regards its employees, and how TDU members help out.

Direct Transit Line's motto is "Consider it There". But when I fell off my truck and broke my arm, injured my ribs, hip and leg, hundreds of miles from home, they told me "Get yourself home the best way you can." I called Local 406 and no one was available to help me. I called TDU and luckily they put me in touch with a couple of swell guys—real Teamsters. Jim Adcock, who is retired, and his son Jim, also a driver. They drove me from Norwalk, Ohio all the way to Grand Rapids Michigan on August 13.

I'm now set to go into the hospital for surgery tomorrow. Thanks to a couple of TDU members for their generous help. And let's all join together to win a little dignity from our employers in TDU.

Orlow Weeks
Local 406
Grand Rapids, Michigan

Retiree Speaks Out

Brothers and Sisters!

As a retired Teamster member of Local 560 and 863 I say now is the time for the Rank & File to Act! In New Jersey, many of the **big** carriers have "gone out of business." Mergers eliminating jobs increase. Construction jobs are few. Now Deregulation! Is there no end? We have TDU. We have the Union! But the rank and file must unite and fight back. Being disabled now all I can do is show my humble concern and support you and TDU. To the Convention! Good Luck!

Fraternally,
Nick Kourambis
retired, Local 560
Leonia, New Jersey

(Editors note: Nick Kourambis is the rank and file Teamster who designed the TDU emblem).

A Quotable Quote

by Marvin Cooley

"Pity the poor, wretched, timid soul who is too faint-hearted to resist his oppressors. He has the intellect of a slave. He sings the song of the damned: 'I can't fight back, I have too much to lose; I own too much property; I have worked too hard to get what I have; they will put me out of business if I resist; I might go to jail; I have my family to think about.'

Such poor miserable creatures have misplaced values and are hiding their cowardice behind pretending family responsibility - blindly refusing to see that the most glorious legacy that one can bequeath to posterity is liberty. And that the only True Security is Liberty."

Embarrassed?

Dear Fitz and All Brothers and Sister Teamsters,

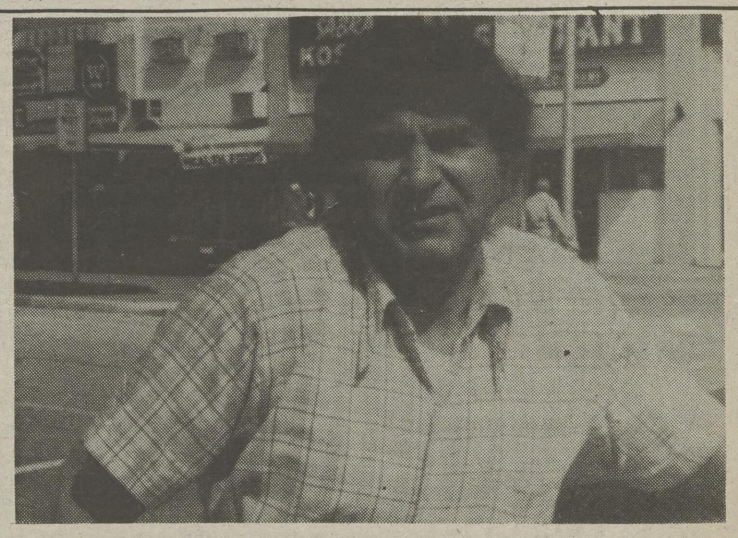
In response to the article about deregulation in the August issue of the **International** magazine, did it ever occur to you or to the rest of our International officers that there was no effort made by either our International leaders or our local leaders to organize a march in Washington to protest trucking deregulation? Why?

Was it less embarrassing for you and the rest of our leaders to request its rank and file members to write to their Congressmen? This way our letters of protest could be garbage canned again without embarrassment to anyone. What ever happened to our physical protest by the rank and file to show our strength or our great union?....

I could write to our International magazine but we all know that this letter would not be published, don't we.

As a PROD & TDU member I am sure by addressing it to TDU it will be published.

A Concerned Teamster,
Richard Van Romer
Local 282
New York



Nick Kourambis, retired Local 560, New Jersey Teamster, is building TDU in NJ even though he is retired on disability.

WHO WE ARE

CONVOY DISPATCH is the voice of Teamsters for a Democratic Union. We are the united rank and file movement to reform the Teamsters, created out of the merger of PROD and TDU.

We are truck drivers, dock workers, production workers, warehouse workers—every kind of Teamster and spouses too.

We are a grassroots organization with chapters from coast to coast in the USA and Canada. We believe in returning this union to the membership and we are doing it. We are a democratic organization in which every member has a voice and vote. Our 22-member International Steering Committee was elected in November 1979 for one year. Our Rank & File Convention had over 500 representatives present.

We are proud Teamsters standing up for our rights. If you agree with our **Rank & File Bill of Rights** then how about joining us?

TDU STEERING COMMITTEE

Co-Chairs:
Doug Allan, Local 208
Pete Camarata, Local 299
Frank Greco, Local 478
Ted Katsaros, Local 282

Organizer:
Ken Paff, Local 407

Trustees:
Eileen Janadia, (Local 337)
Gary Kuhn, Local 20
Ray Kuszelewski, Local 938
Pleasant Stephens, Local 710

Bilal Chaka, Local 692
Denise Gellespie, Local 676
John Gomez, Local 70
Clyde Johnson, Local 528
Marv Kaylor, Local 70
Gary LaFlame, Local 332
Lincoln Merrill, Local 391
Mel Packer, Local 800
Paul Poulos, Local 390
Bill Slater, Local 468
Bill Steinberg, Local 390
Hugh Thompson, Local 600
John Torbet, Local 468

RANK AND FILE BILL OF RIGHTS

I. DEMOCRATIC BY-LAWS. All Business Agents and Stewards should be elected. Vacancies in offices should be filled by special election within three months. Local union committees should be elected. Contract and strike votes should be by majority (not two-thirds). All contracts should provide for elected officers retaining their company seniority.

II. DIRECT ELECTION OF OFFICERS. General President and all International officers should be elected by the membership. International VPs elected by regions. An end to trusteeships and split-off locals.

III. A FAIR GRIEVANCE PROCEDURE. Innocent till proven guilty, right to remain on the job till final procedure completed. Grievance procedure should include right to a speedy trial, arbitration by peers, and the right to strike if necessary.

IV. PRESERVATION OF WORKING CONDITIONS. The union's purpose is to expand and preserve what we have, not trade it away for anything less. People come first, not productivity.

V. SAFETY AND HEALTH. We have the right to enter the workplace without fear for our health and leave in the same condition we arrive. Teamsters should have the right backed up by our union to refuse unsafe work or hazardous conditions. We are not machinery.

VI. EIGHT HOUR DAY AND FIVE DAY WEEK. Forced overtime and unfair dispatch rules destroy our family life and cost us jobs. No mandatory overtime, "flexible" work weeks, or 70-hour slavery. We are for the advent of the four day work week. We work to live, not live to work!

VII. A DECENT PENSION. Every dollar in the pension funds belongs to us. We are entitled to 25 and out, cost of living on pensions, and union pension trustees elected by the rank and file and retirees to safeguard our money.

VIII. JUST SALARIES FOR OFFICERS. A union officer can't understand the problems of members who make less than half what he makes. No officer should make more than the highest paid working members in his jurisdiction. No multiple salaries from union, company, or government sources, or special fringes and pensions. Salary increases limited to the average increase for membership, and subject to membership approval.

IX. EQUALITY AMONG TEAMSTERS. Bring all wage levels up to the highest standards, not a lot for the few and little for the many. Fight the hardest for the lowest paid.

X. END TO DISCRIMINATION. Employers have used the difference in age, race, and sex to divide us for decades. We oppose these injustices and divisions. Support affirmative action to correct past injustices. Employers should bear the cost of their past discrimination, not the members.

NEWS FROM THE

WASHINGTON OFFICE

The Washington office of TDU—formerly PROD's national office—is the rank and file's voice in the capital. Litigation, designing new legislation, reforming safety regulations concerning all aspects of working conditions and truck design—we're working for you.

We have a Professional Drivers Council of TDU to help. But we need your input.

PROD/TDU
Room 612 — 2000 P St., NW
Washington. D.C. 20036
(202)-785-3707

OSHA Issues New Regulations

Your Right to Know

Second in a series of articles on Health and Safety, in the workplace and how to protect yours.

Workers are sometimes exposed to hazardous materials—without knowing it. Or they are put in dangerous work situations without knowing the safety record of the machine they are operating. And just finding out the facts is often no small trick.

The Nuts & Bolts of Using OSHA

by Rob Fram

But a new OSHA regulation that went into effect August 21 can make the job of getting the facts a lot easier. While certain industries have obtained delays on the new rule (parts of construction, chemical, flavoring & fragrance industries), and there are court challenges in some states, the new rule is now law in many industries.

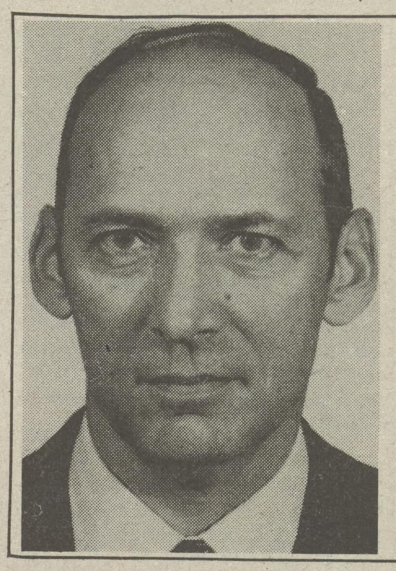
The rule gives you the right to:

- Inspect all medical records, safety data sheets and records of your exposure to toxic substances, heat, noise, vibration and radiation.
- Gain access to these records within 15 days of requesting such information.
- Borrow the records to make copies or be provided with free copies by your employer.
- Look at the exposure records of workers with similar exposure situations to your own.
- Authorize, in writing, your union representative to review these records (this can be a big help in preparing grievances on safety issues).

In addition, your employer must:

- Keep a log listing all occupational illnesses at your company — a log you must be allowed to inspect and copy.
- Keep exposure records for 30 years and individual records for 30 years after an employee leaves the firm.
- Inform every worker when they are hired — and once a year thereafter — of what safety and health records the employer is keeping and where they are kept. You must also be informed, by your employer, of your right to review these records.

What do you do if, after checking OSHA regulations, company records, and other reports, you discover that your company is violating the law and endangering your health and safety? That's the topic of the next article in this series. We'll take a look at How to File a Complaint with OSHA to correct health and safety hazards on the job.



BMCS Deputy Director to Attend Rank & File Convention and Participate in Truck Safety Workshop.

Mr. Kenneth Pierson, Deputy Director of the Bureau of Motor Carrier Safety, has accepted TDU's invitation to participate in the Truck Safety Workshop at the Rank & File Convention.

Mr. Pierson's current duties at the BMCS include overview of the Bureau's legislative program, as well as work on various hazardous materials committees. "I look forward to meeting your membership on October 11-12," he told TDU.

Al Ebert says "I'm coming to the Rank & File Convention because corruption can only exist if the good members do nothing."

Driver Beats Fumes in Cab

by Al Ebert—Local 773
Lehigh Valley TDU

An incident occurred at my place of employment, the F&M Schaefer Brewing Co., which may be useful in our fight to end diesel and exhaust fumes inside the cabs of tractors. We discovered a good way to legally knock the blocks off companies who won't do anything to prevent fumes inside the cab.

A driver at our company went to the eye doctor for treatment. The doctor treated him for Seborrheic Blepharo—Conjunctivitis of both eyes. This is covered under workmen's compensation—and you can receive compensation for two years after treatment.

Needless to say, no company wants their employees to file a claim under workmen's compensation. So they (the company) are now doing everything to prevent diesel and exhaust fumes inside the cab of the tractor.

I read in **Convoy Dispatch** that Roadway drivers were experiencing difficulty in getting their company to correct this situation. What would Roadway do if all its drivers filed due to this type of illness?

How to File an EEOC Complaint

by Rita Drapkin—Local 249
Preston Trucking—Pgh.,Pa.

"It shall be an unlawful employment practice for an employer to fail or refuse to hire or to discharge any individual with respect to his compensation, terms, conditions or privileges of employment because of such individuals race, color, religion, sex or national origin."
—from Title Vll of the Civil Rights Act of 1964.

One way to fight discrimination is to file charges with a government agency. This can be done either when your contract does not have a non-discrimination clause or as a back up if you file a grievance under such a clause and lose.

Both the Federal agency—the Equal Employment Opportunity Commission (EEOC)—and the state Human Relations Commission are designed to enforce Title 7 of the Civil Rights Act. This law covers discrimination either on the part of the company or the union. "Discrimination" in this case refers to you being discriminated against on the bases of race, religion, sex or national origin. Discrimination due to union or TDU activity is not covered by the EEOC. (It is covered by the National Labor Relations Board-NLRB).

Where and When to File

The most important thing to remember is the time limits. From the date of a particular incident you have 180 days to file with the EEOC. The state time limits vary. If the discrimination is continuing, then you are not bound by these time stipulations. If you go even one day over these limits your case will not be taken. If you are also filing a grievance, you needn't wait for the grievance to be resolved if it means missing a time deadline. The agency will take the charge and probably wait for the grievance decision before acting.

What Does it Cost?

The only cost to you in filing charges is the cost of transportation, parking and time off work in case you happen to be on steady daylight. So it's worth the trip even if you're not sure you have a case. Someone will listen to your story and write up a complaint which you then read and sign. A brief version of the charge will be sent to the employer (or union) charged. Then an investigator will be assigned to your case. Depending on the backlog, this may take one or many months.

The investigation may include looking at the company's records, interviewing co-workers, employers or anyone else involved. Then the agency determines whether or not, on the basis of their investigation, they believe there is merit to your charges. If they find no merit, your case is dropped. You can then appeal this, but chances of winning are slight.

If they do find merit in your charges they will then meet with you and the party charged to try to reach a settlement out of court. If a settlement is not reached, your case goes to the litigation department which then either chooses to litigate your case or gives you a 'right to sue' letter. In other words, find your own attorney.

What is Proof of Discrimination?

Proving discrimination is not as easy as many people think. For example, if the company fires you, but doesn't do the same to others of the same group (women and blacks, for example) who work with you, then it is much harder to prove they discriminated against you solely because of your sex or race.

If you are the **only** black, Chicano, or woman working at your company, and they have treated you differently, it may be easier to prove discrimination. If you can show a consistent pattern of discrimination against a certain **group** of workers, that is also good grounds for a discrimination charge. In these cases you should get as many people as possible who are affected to file the charges with you.

To prove your charges you need facts. While the agency does investigate, nothing is more useful than the notes you take including dates, statements made by witnesses, etc.

For example, I was barred from working at Preston Trucking after failing a test given when I came down from the union hiring hall. None of the men who had come down from the Hall over the years had ever been tested. One of the men from the Hall asked why I had to be tested and he did not. The dispatcher said I was "different". I lost the grievance and filed with the EEOC. Preston settled out of court and offered me a job provided I pass the standard probationary period—which I did. I am still employed there today.

Organizing and the EEOC

Sometimes these agencies can be used as leverage. Just filing charges or threatening to file them may back a company down. The agencies are useful, but the time consuming process involved and other problems makes it clear that they are not the whole answer. Stronger contract language to fight discrimination is needed. And this requires organizing on the shop floor and getting the support of co-workers on this issue.

IN SHORT:

•PASSING THE BUCK. TDU has learned that last winter, February 12, IBT Research Director in Ohio, Paul Locigno testified in opposition to a job protection bill supported by the entire labor movement. The bill, HB 968, calls for severence payments, extended health and welfare benefits advance notice, and job transfer rights for workers whose companies go bankrupt. Locigno argued that state laws would only stop jobs from moving into Ohio. He said that National Legislation was needed. But TDU has learned that the IBT has taken **no position** on such legislation at a national level. What's more, Teamster organizations in N.J. and California haven't scabbed on the rest of the labor movement and have supported such bills. They appreciate the fact that there will **never** be national laws of this type until there are state laws.

If Jackie Presser & Co. aren't convinced, maybe they would like to defend their stand in front of a meeting of Wilson Teamsters at Wilson's home terminal in Cincinnati, Ohio.

• IBT MOST CORRUPT? A recent special report in **US News and World Report** (Sept. 8, 1980) declared that the Teamsters had the "worst record of any labor organization when it comes to corruption." The fact that "at least 45 officials of this union have been convicted of serious crimes in the past seven years — more that in any other union" was cited as evidence for the claim....

• KEEP IT UP! The Industrial Relations Department of the Americal Trucking Associations has reported a "startling escalation of grievance activity throughout the nation" in August. Teamster officials from the four US area conferences met with management last month and moaned about the same thing. Only TDU seems happy about it. We're glad the members are becoming more aggressive and filing greivances to protect jobs and conditions. If management wants fewer grievances, we suggest they treat each worker fairly....

INSURANCE COs SUE H&W TRUSTEES. In the fallout of the $3 million settlement with the Central States H&W Trustees and two TDU members who filed a class action suit, Continental Insurance and others are now suing the H&W Trustees themselves. They are claiming that the Trustees, both union and employer, had business transactions with convicted bribetaker Allen Dorfman that were not at "arms length". Certain Trustees have already invoked the "Fifth," but the case is likely to bring to light more data on the web of corruption in our benefit plans.

FROM IND. FROM TENN

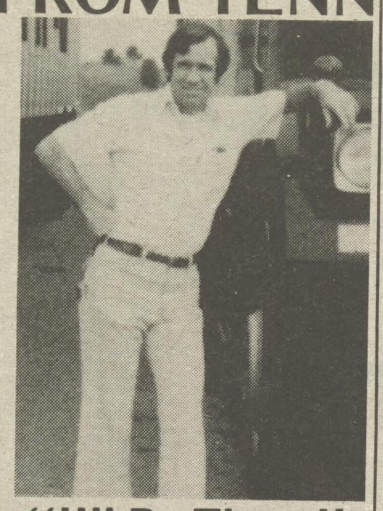
"I'll Be There"

Roger Beach, Clayton In., Local 135, Roadway Express

The reason I want to attend the TDU Convention is because TDU is the only hope we have against the companies who are trying to break the union, with crooked union officials and the economy helping them.

We, the working class individuals aren't strong enough to fight both the crooked officials and companies such as Roadway without banding together in TDU. TDU's help and legal department are a big aid.

The Cleveland, Ohio, Roadway meeting in August was my first TDU meeting. I felt it was very informative in showing the problems that other terminals have and the proper way to write up grievances. I'm looking forward to learning more at the Rank & File Convention.



"I'll Be There"

Leavern Pate, Local 667, Memphis Tenn., Roadway Express, Road Driver.

I'll be coming to the Rank and File Convention along with at least 4 other drivers from Roadway. We're coming because we are interested in truck safety and in straightening out the International. I'm looking forward to meeting with other Roadway Teamsters from Pennsylvania, Indiana, Georga, the Carolinas, Michigan, Texas, New York, Ohio, and wherever Big R runs. See you there!

Columbus CF

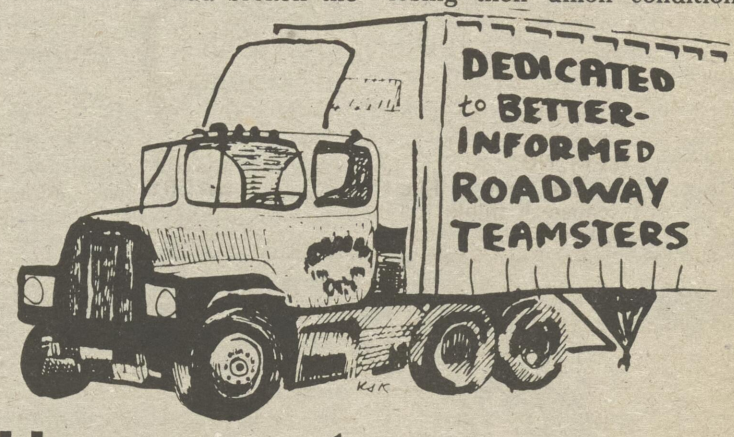
Rank & File Beats Flex

From Columbus TDU

On July 18 a federal district court in Columbus, Ohio ruled that Consolidated Freightways couldn't ram the Flexible Work Week down its employees throats. The judge ruled that the company and Local 413 had run a rigged election last year when they tried to make Teamsters at CF accept "Flex." The unfair practices that the Local & CF were cited for include: ambiguous ballot wording, lack of opportunity to discuss the issue fully, a heavyhanded sales pitch by CF including threats of relocation, miscounted ballots, and other misdeeds. The court found that CF had broken the contract and that Local 413 ha breached its "duty of fa representation" to its mem bers.

A new election will be he within 90 days of this rulin For this new election the court ordered guidelines such as at least two weeks notice by mail to the members. The judge also required Local 413 to pay the attorney's fees for the TDU attorney, Robert Handelman, who handled the case.

At the present time, CF is trying a similar move in St. Louis, and Local 600 members there would do well to follow the example of their brothers in Columbus and organize to resist losing their union conditions.



LA Yellow Freight

Cure for Yellow 'John Dus'

As was reported in **Convoy Dispatch** #6, Yellow Freight in LA had a serious epidemic of Yellow "John Dus." The terminal Manager's name is Glen Johns. 90% of the drivers did not show up for work one day. This sickness that the drivers had affected their ability to perform their jobs. The drivers' right foot did not have the strength to push the foot throttle so the trucks moved very slowly through the streets of LA. The drivers did not have the ability to deliver freight if there was the slightest inconvenience, such as No Parking, taking freight to the rear of an address, and many other inconveniences. Almost every day drivers were bringing back more freight than they delivered. It seems even the trucks had the sickness, every day there were several trucks that broke down. Mysterious flat tires, rigging breaking apart hoses that leaked air. Even the dock workers must have had a touch of the sickness because a lot of the loads were not loaded properly.

Terminal Managers Position

The terminal manager at Yellow LA, Glenn Johns, had informed the employees he had come to the terminal to push productivity up at the terminal and when he had the terminal straightened out he would move on to **bigger and better things.** He was told by the employees that the only way the terminal would make a profit was if management and employees would work together. He refused to work with the employees and issued letters for every petty thing he could find. He issued a 2 week suspension to the employees that had been sick to start after the grievance hearing.

Miraculous Cure

The best way to cure any sickness is to get rid of the disease that is causing the sickness. Yellow did just that. They agreed at the JAC hearing that they would remove Glen Johns as Terminal Manager at Yellow LA. Glenn Johns is wandering the streets of LA looking for **bigger and better things without a pay check.**

After Glenn Johns had left, Management agreed to withdraw the majority of the 2 week suspensions. The remainder were reduced to a warning letter.

"I'll Be There"

From SoCal

Wanda Ellerman, Local 357, L.A. Cal. Yellow Freight, clerk.

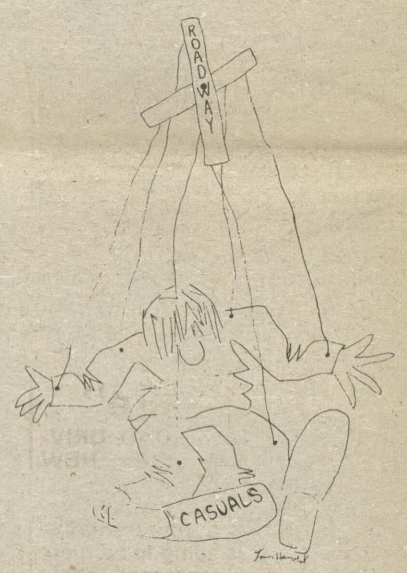
I'll be at the Rank and File Convention in Cleveland because our contracts and conditions are under attack, with Fitz reopening the contract to giveaways on our Cost of Living, Direct Delivery, Percentage cuts for brokers, and the flexible work week. That's why we're going to have our biggest delegation from LA ever! We need to mount a rank and file strategy to fight back now, before it's too late.

Harassment In LA

Harassment at LA Roadway has been soaring. The company is issuing warning letters like crazy—500 in one month! They have been forcing casuals to take a lie detector test before going to work. And when casuals have refused Roadway advertised for drivers in the newspaper. Even more outrageous—they are now appealing people's unemployment and disability benefits if they call you at home and find you aren't there! Discrimination against minorities has also been charged.

What is the union doing about these outright contract violations? At first, the union said, "Warning letters don't mean anything." But after a series of terminations and suspensions they are now demanding that the company at least provide specific charges. Previously, Roadway was just writing "abuse of company time." Local 357 is also suing Roadway after two BA's were locked in a cage for 2 hours.

A Roadway committee is forming among the rank and file dock, driver and office Teamsters to monitor the situation. Correspondence to the "Big R Committee" can be sent care of TDU, So. Cal. Chapter, P.O. Box 1868, Lynwood, Ca. 90260.



Big R News 1 Year Old

A year of the "Big R Newsletter" column in **Convoy Dispatch** has accomplished our first goal of communication among Roadway rank & filers from coast to coast and border to border.

The second step: We are on our way with the formation on August 3 of the Roadway Rank & File Committee. At the Rank & File Convention we will enlarge the committee with representatives from all parts of the U.S. I'm looking forward to seeing you there.

Mike Doran, Local 299, Detroit

COLA is 49 Cents

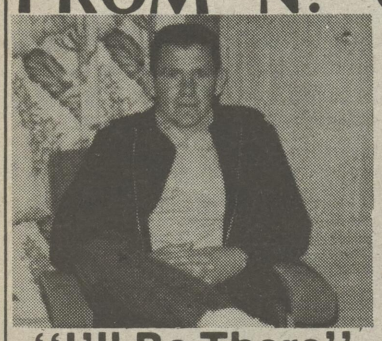
The Cost of Living increase for Teamsters covered by the NMFA will be 49c per hour, effective October 1, 1980. The mileage increase is 1.23c per mile. If you are covered by the NMFA, make sure you get this amount. The same amounts will follow in many other contracts (UPS. etc.).

TDU believes the union should fight to extend COL to all contracts, and not give it up on any.

Rank & File Convention Oct. 11-12

"We'll Be There"

FROM N. CAROLINA...



"I'll Be There"

JIM FULP, ROAD DRIVER, LOCAL 391, ROADWAY EXPRESS, WINSTON SALEM, NC.

I'm coming to the Rank & File Convention because I think it's time to stand up for better representation here in Local 391. I'm looking forward to going up with a large delegation of my brother and sister Teamsters from North Carolina TDU, from freight and especially from the breweries.

"I'll Be There"

HAROLD McCLURE, LOCAL 391, SCHLITZ BREWERY WORKER

I'm coming to the Rank & File Convention because I'm looking forward to meeting other Teamster brothers and sisters from other parts of the country and to learn how to better use our legal rights to get the representation and justice we need.

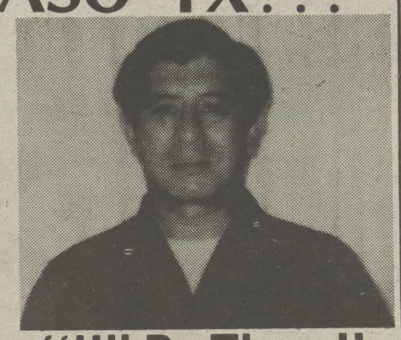
FROM EL PASO TX...

"I'll Be There"

REX SAGLE, CONSOLIDATED FREIGHT ROAD DRIVER, LOCAL 941, EL PASO, TEXAS.

I feel that everyone should attend the TDU Convention this year! The main reasons are because of the drastic changes that are taking place in our country, the trucking industry, and the Teamsters Union.

I am looking forward to hearing the answers to many questions that can only be found though the combined efforts of everyone involved in TDU. See you in Cleveland!

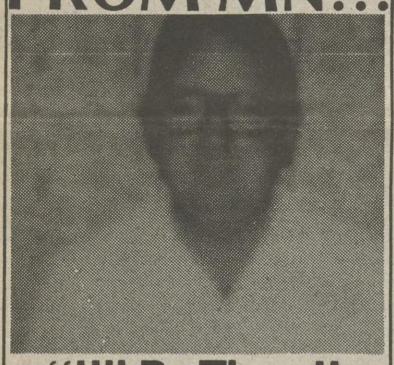


"I'll Be There"

CARLOS VELARDE, ROADWAY ROAD DRIVER, LOCAL 941, EL PASO, TEXAS

TDU closely resembles the early Teamster years. We are now going through the same struggles again. The difference is that it is a harder struggle: We not only have pressure from without, but also from within. It is time that every Teamster got off the side lines and joined TDU and attend the Rank & File Convention.

FROM MN...

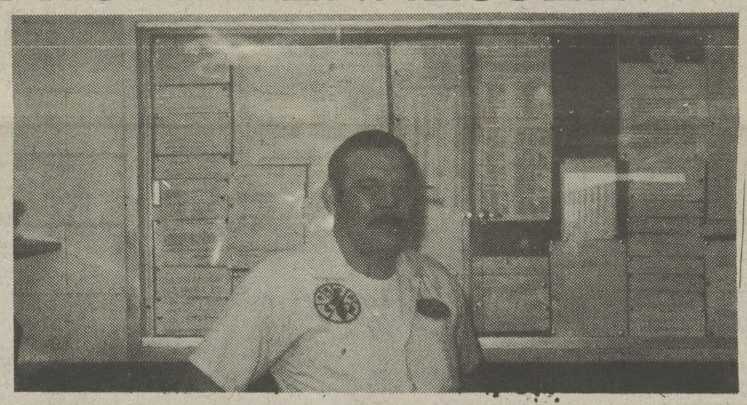


"I'll Be There"

EARLE W. DAVIS, ROAD DRIVER, LOCAL 544, PIE, NEW PRAGUE, MINNESOTA.

I am planning on being at the convention because a representative from the BMCS is going to be there and I am very concerned about safety. This will give me an opportunity to voice my opinion.on Vehicle Maintenance and this stupid 70-hour week.

FROM TENNESSEE...



"I'll Be There"

CHARLES HELTON, ROADWAY ROAD DRIVER, LOCAL 515, CHATTANOOGA TENN.

Just a note of thanks for your encouragement and assistance. Michael Goldberg of the Washington office worked for many long hours in preparing the appeal of the bulletin board case here in Chattanooga. I plan on being in Cleveland for the Convention and look forward to meeting with other active members from Roadway at the special Roadway meeting on Saturday.

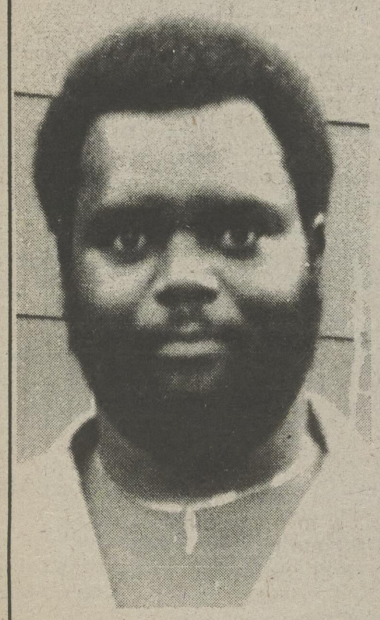
FROM PA...

"I'll Be There"

WILLIAM OXENFORD, CITY DRIVER, YELLOW FREIGHT, LOCAL 773, BETHLEHEM, PA.

I'm going to the TDU Convention because of the fight we're waging in the 8 Cities to get rid of the "Trainees" Sweetheart that our officials secretly signed. Thanks to TDU we've mounted a campaign throughout Eastern and Central Pa. against this attack on our wage scale. We'll be planning the next round at the Rank & File Convention.

FROM NEW JERSEY...



"I'll Be There"

AL CASS ['SLIPPERY AL'], NATIONAL FREIGHT ROAD DRIVER, LOCAL 676, SOMERDALE N.J.

Yes, I'm coming and hopefully my better half too. It is going to be a chance for me to talk with brothers and sisters in different workshops and special meetings, say what I've seen and been a part of in the fight against management and in policing our local union. I'm eager to learn what others are doing as well. We are now a part of the big picture. It's time to stand up and get involved. And the Rank & FIle Convention is the place to start.

FROM WISCONSIN...

"We'll Be There"

GEORGE and ARLENE FELD, SCHWERMAN TANKHAULER, LOCAL 200, MILWAUKEE, WIS.

We're looking forward to attending the 1980 Rank & File Convention with the hope of learning how to unite and effectively fight the sell-out tactics our union officials seem to be engaged in throughout the country. We want to exchange ideas with other chapters so that our chapter here in Milwaukee can learn from their mistakes and share in their successes.

1980 Convention Agenda

Register Friday Evening and see the Award Winning Film, "Norma Rae"

EARLY REGISTRATION Friday, 6-10 pm University Center

DINNER 7-8 pm UC Cafeteria Balcony (Add $6 to registration fee for dinner.)

FILM SHOWING *Norma Rae* 8-10 pm UC 1

RECEPTION FOR EARLY REGISTRANTS 10-12 pm UC 364

BREAKFAST FOR EARLY REGISTRANTS Saturday, 7:30-8:30 am UC Cafeteria
(Add $3 to registration fee for breakfast.)

Other Special Events

FILM AND VIDEO SHOWINGS about TDU shown during registration period Saturday.

BANQUET AND SOCIAL EVENING. Fabulous sit-down banquet dinner Saturday evening with after dinner speaker, drinks, and entertainment.

"FLAPJACK"—fantastic Cleveland group playing country, bluegrass, rock and blues.

TWO ACADEMY AWARD WINNING FILMS—*Norma Rae* and *Harlan County, USA* shown Sunday afternoon.

Saturday

REGISTRATION 9-11 am University Conference Center Lounge 201
Film & Video Showings During Registration
★ *It's Our Movement, Too* (Slides of Wives Participation in TDU)
★ Teamster Film Project Film Clip
★ Video on Building TDU, Salt of the Air Video

SESSION I **The Fight to Save Jobs, Contracts & Conditions** 11am-1pm UC6 Aud.
Chair: Pete Camarata, Detroit Local 299, TDU Co-chair and candidate for IBT General President
Welcome & Introduction: Bill Slater, Vice President, Local 468, Oakland, CA, TDU International Steering Committee
Overview of Convention: Carole Paff, TDU/TRF Office Staff
Welcome from Cleveland Chapter & Introduction to Session: Michael Friedman, Local 407, Cleveland TDU
Speakers: Keith Gallagher, Local 229, North Eastern PA TDU
Rita Drapkin, Local 249, Western PA TDU
Mel Packer, Local 800, TDU International Steering Committee

SESSION II **Workshops** 1-3 pm
1. Using the Grievance Procedure Effectively*
2. Your Legal Rights as a Teamster*
3. Campaigns for Local Union Office—The Detroit Experience*
4. Organizing a TDU Chapter in Your Area
5. Being Effective at Union Meetings—Public Speaking & Parliamentary Procedure
6. Driver Safety
7. Wives in TDU
8. Fighting Discrimination in the Union and on the Job
9. How to Research Your Company in Your Local Library
10. Organizing for Safety on the Job
11. Preparation for an Internal Union Hearing
12. Teamster Pensions—Fact and Fiction

SANDWICH AND COFFEE BREAK 3-4 pm UC 201 Lounge

SESSION III **It's Our Organization** 4-6 pm UC 6 Auditorium
Chair: Frank Thompson, Detroit Local 299, Carhaulers Contract Committee
Speakers: Ted Katsaros, Local 282, NY TDU, Co-Chair, International Steering Cttee
Michael Goldberg, General Counsel, TDU Washington Office
Ken Paff, Local 407, TDU Organizer & International Steering Committee
Eileen Janadia, International Steering Cttee. and TDU/TRF Office Staff
• Constitutional amendments considered
• Nominations for International Steering Cttee (if convention method wins)

BREAK 6-7:30 pm
Special Roadway Meeting 6-7:30 pm UC 109

BANQUET 7:30-9:30 pm UC Plaza

VOTING FOR INTERNATIONAL STEERING COMMITTEE 9:30-10:30 pm (if convention method wins)

PARTY, MUSIC, & DRINKS 9:30pm-12:30am UC 160 Lounge

Notations used:
★ Movie, film, or video
• Constitutional amendment or resolution to be voted upon
* Workshop offered twice

Sunday

BREAKFAST AND VOTING FOR STEERING COMMITTEE 8:3
Special Central Transport Meeting 8:30-9:30 am

SESSION IV **WORKSHOPS** 9:30-11:30 am
1. Using the Grievance Procedure Effectively*
2. Your Legal Rights as a Teamster*
3. Campaigns for Local Union Office—The Spokane Ex
4. Organizing for Local Contracts & Collective Bargaini
5. Producing & Using Rank & File Papers & Newsletters
6. Local Bylaws and How to Change Them
7. Rebuilding the Union in the Trucking Industry
8. Fund Raising—How to Keep Your Chapter in the Bla
9. Organizing on the Job—fighting for Your Rights
10. Organizing for the 1981 IBT Convention
11. Using the Media Effectively

SESSION V **JURISDICTIONAL MEETINGS** 12:30-2 pm
1. Road Drivers/Hours of Service—Deputy Director of B present.
2. Carhaulers/CCC
3. Freight/Deregulation, Relief, Sweethearts
4. Factory and Brewery & Soft Drink/Organizing for Loc
5. Steelhaulers/SHOC
6. United Parcel Service
7. Construction
8. Grocery and Warehouse
9. Tankers

Film Showings:
★ *Norma Rae*
★ *Harlan County, USA*

SESSION VI **Plans for 1981—The IBT Convention** 2-3:30
Chair: Frank Greco, NJ Local 478, TDU Co-Chair and Int
Speakers: Doug Allan, Los Angeles Local 208, TDU Co-C
Steve Kindred, Local 299, Detroit TDU and CC
Jack Vlahovic, Local 213, British Columbia TD
General Secretary-Treasurer
Pete Camarata, Detroit Local 299, TDU Co-Ch
General President

Descriptio

Using the Grievance Procedure
"How to sleep with the contract without going to bed with the boss." Professional labor educator and experienced Teamsters will explain how to be more effective, as well as the mechanics of grievance handling.

Your Legal Rights as a Teamster
Your rights in the union, on the job, and as a rank and file activist. How to protect your people and guarantee your rights.

Campaigns for Local Union Office
People who have had success and who are currently involved in campaigns will explain techniques and strategies that can win and that can also build TDU. Saturday: Emphasis on the experience in Detroit, Mich. Sunday: Emphasis on the experience in Spokane, Wash.

Organizing a TDU Chapter in Your Area
In this workshop the TDU Organizer and chapter leaders will go over how to build membership, keep people involved, and overcome apathy. Techniques for signing up members will be discussed as well. "A must for people who want to get organized."

Being Effective at Union Meetings—Public Speaking and Parliamentary Procedure
Want to learn how to get your points across more effectively and not be ruled out of order? Also, how to be prepared in advance and overcome obstacles.

Driver Safety
Reports on on-going efforts to pass the Truck Safety Act and other actions. Discussion of future priorities for the Washington Office.

Wives in TDU
Wives of Teamsters from several chapters will explain what wives are doing to help the movement. How to involve more wives. A slide show will be presented. (Husbands of Teamsters also welcome.)

Fighting Discrimination in the Union and on the Job
Sharing information of women and minorities in fighting discrimination in their areas. This year the focus will be on organizing a campaign to pressure the IBT to move the 1981 Convention from Nevada which has not ratified the ERA and is a right-to-work state.

How to Research Your Company
Our employers are always going broke to us and getting rich for their stockholders. To fight their lies you need the facts. This workshop will give you step by step instructions from an expert on how to get the facts from your local library.

Organizing for Safety on the Job
What rights do you have under OSHA and how to enforce them. How to effectively organize on the job and around safety issues.

Preparation for an Internal Union Hearing
How to bring union charges against an officer who violates the bylaws or constitution, and do it effectively. How to defend against charges, also. Led by experienced members and an attorney.

WIVES SAY "WE'LL BE THERE TOO!"

LINDA STEFFENSEN
LANSING TDU

As a husband and wife team in TDU, Bob and I have had rewarding experiences sharing our anger and triumph with other members. It has given us self-pride to think that we aren't one of those who just sits back and complains, while doing nothing to help. TDU has taught us to achieve something that you strongly believe in, you must be willing to sacrifice a little time as well as part of yourself.

As members of the Steering Committee in our local chapter, we have been able to participate in filing a grievance toward our local union in regards to By-Law changes. It hasn't been an easy job, but with all the help and encouragement that has been provided by our Detroit office I feel we've accomplished a great deal. Whether we lose or not, to Bob and I, we're WINNERS! Because, if nothing else, we have shown the union that by organization and unity we can do just about anything we set our minds to.

NIAMBI CHAKA
SOCAL TDU

Why did I become involved in organizing for TDU? I work for Kaiser Harbor City, Ca.. I am a LV Nurse, recently voted shop steward. My husband used to talk to me about the problem at Yellow and about his contract. Issues like productivity, change of operations, were foreign to me 3 years ago. But recently, these issues have surfaced at my job. As a wife and worker I see management schemes to divide the workers. As a member of the Finance Committee of the So. Cal. chapter, I call many Teamster wives and try to involve them in the chapter.

Becoming a member of TDU has strengthened my relationship with my husband, I tell you. Meetings are long. At first they are boring. But you eventually become educated in labor history, contract problems, solutions, etc.

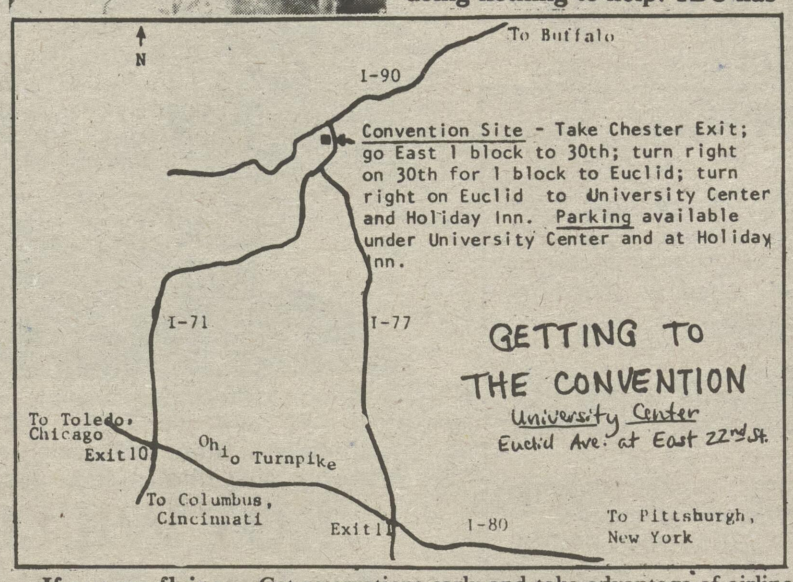
EILEEN JANADIA
DETROIT TDU

I became involved in the TDU because I saw my husband's great concern over the inability of the Union to give support and strong representation to the rank and file.

The myth that a man is a strong individual who should not share his concerns and fears with his partner is totally untrue and, eventually, is often very damaging to the man and his entire family.

Wives must be given the opportunity to learn that what is a problem for their husband's co-worker one day will probably be his problem the next. To look the other way is no guarantee of job security and therefore wedded bliss.

My husband and I may not always agree, nor do I wake up every morning whistling with joy because he has choosen to be a mouthpiece and fighter for rank and file democracy. But because of TDU I can better understand why he does it and he feels assured that I will stand with him rather than end up a partner with the company and union pressuring him to turn his head the other way.


N
To Buffalo
I-90
Convention Site - Take Chester Exit; go East 1 block to 30th; turn right on 30th for 1 block to Euclid; turn right on Euclid to University Center and Holiday Inn. Parking available under University Center and at Holiday Inn.
I-71
I-77
GETTING TO THE CONVENTION
University Center
Euclid Ave. at East 22nd St.
To Toledo, Chicago
Exit 10
Ohio Turnpike
To Columbus, Cincinnati
Exit 11
I-80
To Pittsburgh, New York

If you are flying... Get reservations early and take advantage of airline special deals. For example, US Air has a 'super saver' that will get you a 35-40% discount *if* you make reservations and pay for your ticket at least seven days in advance. Other airlines have similar deals. Let us know your flight's arrival time.

You can easily catch the Rapid Transit which takes you to downtown Cleveland. We will provide for shuttle service from the downtown stop to the Convention site. Call 791-9456 from the airport before boarding the Rapid system to downtown Cleveland.

Coming by truck...? We have a shuttle service for those parking their rigs and coming to the convention. Call the TDU office in Detroit, 313-842-2600, before the convention for advance plans. We will tell you where to park and how to get picked up. If calling the day of the convention, call 216-791-9456.

tion of Convention Workshops

Teamster Pensions—Fact and Fiction
An overview of current pension law, the principle provisions of major Teamster pension funds (including provisions that many Teamsters have overlooked). Also, discussion of what's going on now to correct abuses and to improve pensions. An ample question and answer period will be led by an expert in the pension rights field.

Organizing for Local Contracts and Collective Bargaining
How to get input into local contracts and bargaining. How local chapters can help. You can make a difference—learn from those who have.

Producing and Using Rank and File Papers and Newsletters
An educational workshop taught by experienced chapter leaders. How to get information, how to use a newsletter to get people involved and build TDU.

Local Bylaws and How to Change Them
How to identify the key sections of the bylaws, get them changed, and make sure your right to do so is protected. Led by people who have done it.

Rebuilding the Union in the Trucking Industry
A discussion of erosion of the contracts, and the need for a campaign by the union to organize the unorganized. How TDU can make a difference in the 80's.

Fund Raising—How to Keep Your Chapter in the Black and Out of the Red!
How to raise money and keep your chapter growing. Proven techniques will be discussed. Bring your questions and problems.

Organizing on the Job—Fighting for Your Rights
Back by popular demand...labor educator Stan Weir will discuss our situation on the job in relation to the US Constitution and Bill of Rights. Organizing on the job to win more grievances and build solidarity.

Organizing for the 1981 IBT Convention
Discussion of our strategy and tactics for the coming year to advance a rank and file program and our rank and file candidates for IBT Office.

REGISTER NOW!

Cleveland State University, Cleveland, Ohio. Downtown Cleveland, Euclid at East 22nd.

Friday Registration: October 10, 6-10 pm, University Center
Saturday Registration: October 11, 9-11 am, University Center

Register by mail before September 26 to get a $5.00 reduction in registration fee. If registering for others please give same information. Guests and attorneys use same form.

If you are on strike, a part-timer, or facing some other hardship, contact the chapter in your area for possible assistance with registration costs. Those travelling over 500 but less than 800 miles get one-third reduction in registration fee. Those travelling over 800 miles pay one-half registration fee (but full motel fees).

Registration fee includes all food, Saturday night Banquet, coffee breaks throughout the convention, entertainment, and your convention materials. (Cash bar is extra.) Additional charge of $9.00 for Friday pm dinner and Saturday breakfast.

Name _____

Address _____

City _____ State _____ Zip _____

Phone ( ) _____ Local No. _____

Mail to: TDU, Box 10128, Detroit, MI 48210

SAVE $5.00 BY REGISTERING BEFORE SEPT. 26

Registration	Full	⅓ off	½ off	# of Persons	Total
Sat & Sun	38.00	25.33	19.00	_____	_____
Sat only	25.00	16.67	12.50	_____	_____
Sun only	14.00	9.33	7.00	_____	_____
Fri Dinner & Sat Breakfst	9.00	6.00	4.50	_____	_____

Housing Cost (11½% tax included)		# of Nights	
Single occupancy	30.00	_____	_____
Double occupancy	40.00	_____	_____
Triple occupancy	46.00	_____	_____
Quad occupancy	51.00	_____	_____

Childcare: Call TDU office for information — # of Children _____ _____

If you are not a TDU member or if your membership has expired, **JOIN NOW.** $15-$25 for a year's membership & a year's subscription to **CONVOY DISPATCH.** _____

Total Amt. _____

Less deduction for early registration _____

Total Amt. Paid _____

Phone (313) 842-2600

Time DC, Helms, Mason Dixon, PIE Involved...

V.P. Provenzano Indicted

'I won't be there' Salvatore Provenzano, 6th Int. VP and indicted bribe-taker. He will miss the Rank & File Convention.

On September 4, International Vice President Salvatore 'Sammy Pro' Provenzano and three others were indicted in Newark, NJ, for accepting $187,000 from four major trucking carriers.

The 25 page indictment under the Racketeering-Influenced and Corrupt Organizations Act (RICO) charges that PIE, Mason Dixon, Time D.C., Helms Express and other carriers made payments through phoney companies and inflated brokerage commissions to Sammy Pro. Also indicted were Local 560 (Jersey City, N.J.) officials Nunzio Provenzano, Mike Sciarra, and N.J. businessman Irving Colter, who is charged with being the bagman in the deal. In exchange for the alleged payoffs the carriers were allowed to violate labor contracts negotiated by Local 560, according to the indictment.

The indictment states that in exchange for the payoffs the union overlooked sections of the NMFA that requires companies to hire Teamster city men for N.J. routes. In addition, the companies are alleged to have sought to buy labor peace.

PIE allegedly made monthly payments of $450; Mason Dixon up to $3,112 per month; and Time DC $312 per week. PIE's payoffs were allegedly made through its North Jersey commodities agent, whose fees were inflated to cover the payoffs. Provenzano & Co. then allegedly received the payments through a fake Jersey City firm, International Cartage.

If convicted, "Sammy Pro," his brother Nunzio, and Sciarra, will have to give up their union positions. In addition, each defendant faces up to 20 years in prison and fines of $25,000 each.

"Sammy Pro" is the brother of Anthony "Tony Pro" Provenzano who was recently convicted of first degree murder and labor racketeering. He is now serving a 20 year sentence. Not surprisingly, the indictment against "Sammy Pro" said Local 560 has been run under a "pattern of racketeering."

The Hypocrisy of our Employers

By Ken Paff, TDU Organizer

Many times our employers pretend to 'sympathize' with Teamster members over problems in our union, especially corruption. But our employers are usually equal partners in this corruption. Think about it. Usually when a Teamster official takes a bribe, the bribe was offered by our employers.

Now the FBI has charged that major trucking corporations—Time DC, PIE, Helms Express, and Mason Dixon—made payments of $187,000 to the notorious Provenzano family.

It's time for the hypocrisy of the 'clean trucking companies' and the 'dirty Teamster officials' to end.

•IT IS THE EMPLOYERS WHO BENEFIT FROM PAYOFFS TO UNION OFFICERS.

•IT IS THE EMPLOYERS WHO BENEFIT WHEN OUR UNION IS WEAKENED WITH SWEETHEART DEALS!

•IT IS THE EMPLOYERS WHO BENEFIT FROM INTIMIDATION OF THE RANK & FILE!

HELMS EXPRESS: PRODUCTIVITY and PAYOFFS?

Over the past few years, TDU members in Pennsylvania have been battling many carriers over inhumane 'production quotas.' None are worse than Helms Express. The Eastern Conference of Teamsters has given the OK to harassment and 'productivity squeezes.' So much so that when TDU members and Local 30 sued Helms Express on this issue they also had to sue the Eastern Conference.

Now the Justice Department charges that Helms Express has been paying off Sammy Provenzano, the SECRETARY TREASURER OF THE EASTERN CONFERENCE! Is it any wonder that we get the decisions we do?

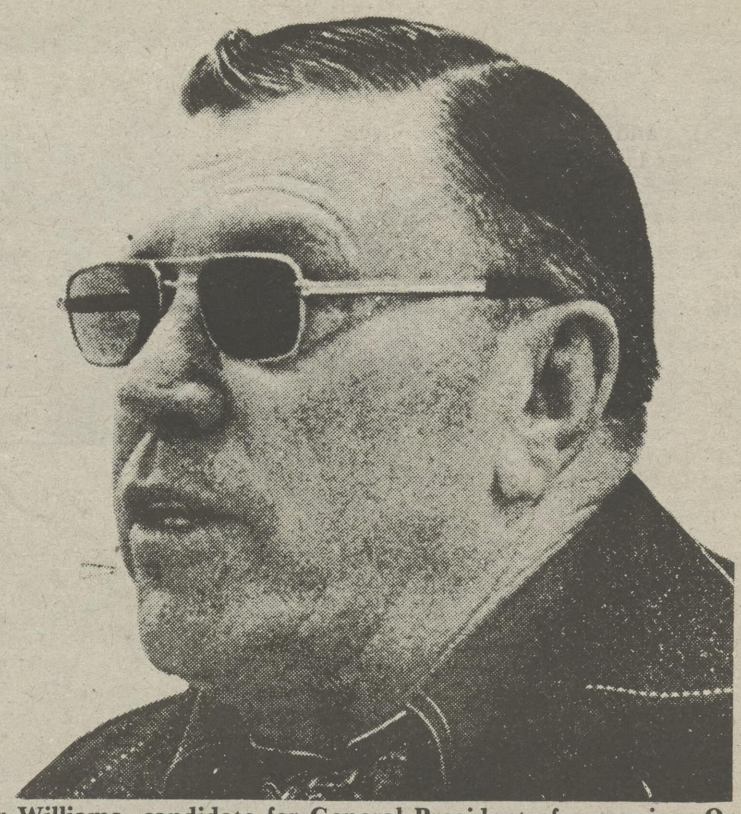
$200G FOR SAMMY PRO—NO COLA FOR US!

Brothers and Sisters, as I write these words the employers and top union officials are gearing up to re-negotiate the National Master Freight Agreement. A lot of fine press releases will be issued and smooth-talking PR men and lawyers will make their statements. it will all sound so good.

But there are some among us whose minds will be on 'Sammy Pro,' a man who will be among the top negotiators, deciding whether to give away our Cost of Living Adjustment and working conditions. And we will know what's going on.

AND WHEN THE EMPLOYERS TELL US THEY CAN'T AFFORD TO PAY OUR CONTRACT, WE WILL KNOW THAT THEY CAN AFFORD TO BRIBE OUR OFFICIALS.

But most important, we will be ready to act to change things.



Roy Williams, candidate for General President of our union. On August 26 he "took the Fifth" and refused to answer any questions before a Senate subcommittee when questioned about his relationship to the Pension Fund and the Kansas City Mob.

ROY WILLIAMS TAKES THE FIFTH

Roy Williams is the frontrunner to replace Frank E. Fitzsimmons as General President of our union next year. Already he has widespread support lined up among the top figures.

This is a crucial turning point for our union. Will our jobs, contracts, and conditions continue to go downhill? Or will we reverse this trend with bold new programs, new democracy, and new leadership? Is Roy Williams ready for the challenges of the 80's?

•On August 26, 1980 Roy Williams took the 'Fifth' before the Senate Permanent Subcommittee on Investigations. The Subcommittee is looking into the failure of the Labor Department to clean up the Central States Fund. it has charged that Williams has been plotting to take control of the Fund since he was ousted as a trustee in 1977 and is a mob "gofer".

What did Williams have to say about all of this? **He took the fifth.** Why? Because, he claimed, he can't talk now—he's under investigation by a Grand Jury back home in Kansas City!

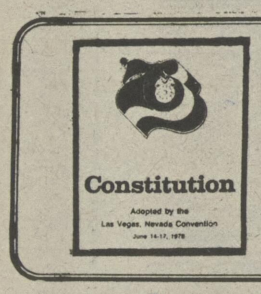
•Corruption is nothing new for Roy Williams. He has been indicted several times for conspiring to embezzel union funds — in 1962 and again in 1972.

Although he was never convicted, the circumstances were unusual, to say the least. When his co-defendant, Floyd Haynes, decided to turn states evidence and testify against Williams he was shotgunned to death on June 11, 1964. The killers were never caught.

•A Labor Dept. memo claimed that Williams was "under the complete domination of Nick Civella"(reputed king of the Kansas City Mob).

•Williams is the national head of the Freight Division, and is the key negotiator with the carriers and with UPS. He has presided over dozens of sweetheart deals, sell-outs, and the general deterioration of our national contracts.

Then the time to act is **now.** Not next year, when you can grumble in the unemployment line. The Rank & File can say **NO** to Roy Williams and what he stands for and **YES** to a Rank & File program and Rank & File candidate: Pete Camarata.



CHANGE IT!

by Doug Allan

Who Can Be Delegates to the IBT Convention

At the Rank and File Convention, TDU will be making plans for the IBT Convention. One of the most important questions will be who can be a delegate to the IBT Convention and how they are elected. Here are some points to have in mind as we make these plans.

Article III, Sec. 2, of the IBT Constitution states, in part: "Each Local Union, having 1,000 members or less shall be entitled to one delegate, and one delegate for each additional 750 members or major fraction thereof." As we get closer to the Convention TDU will provide members with information on how many delegates their local can send.

All Delegates Must Be Elected

Who can be a delegate to the IBT Convention? First of all, delegates **cannot** be legally appointed. However, local officers, by virtue of having been elected, are automatically considered "elected" delegates to any Convention during their term of office (Article III, Sec. 5(a)1. In locals which elect their BAs, the BAs can also be considered elected delegates without being voted on specifically as delegates. If a local has fewer elected officals (which excludes officers appointed to fill acancies), "then arrangements shall be made for nomination and secret ballot election of an additional number of eligible members as Convention delegates (Art.III, Sec. 5(a)1)." If the total number of elected officers and elected BAs is greater than the number of delegates the local can send, then the Local Union Executive Board has the power to choose from the elected officers, with the local's principal officer having "first priority as a delegate (Art.III, Sec.5(a)2)." In neither case do the members have a right to approve or disapprove, unless there aren't enough elected officals to fill the local's delegation. In that case there has to be an election.

Who Can Come to TDU's Convention?

As you have read in this paper, TDU's Convention is open to all rank and file Teamsters and spouses. All you have to do is join TDU and then you can be a delegate to the TDU Convention. Join the greatest rank and file group in the history of our country and I will see you at both conventions!

Detroit Brewers at Strohs Local 181 Organize for Contract Parity

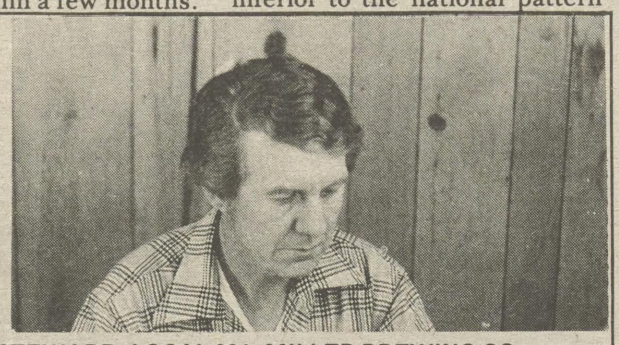
Rank and file members of Teamster Local 181 — brewery workers in Detroit — are pushing for parity with other major breweries. The contract expires April 1, 1981, but negotiations will begin within a few months.

Stroh's recent asquisition of Schaefer's, whose brewery is in Allentown, PA, make it one of the largest brewers in the country.

Stroh's present contract is inferior to the national pattern in the brewery industry. The pension is one area of special concern to many senior brewers. Stroh's has **no** pension program, although a severance pay program exists.

TDU intends to keep Teamsters at Stroh's informed throughout the pre-contract period on this and other issues of concern. This should help get these members the best contract possible.

"I'll Be There"



ED HOWELL, STEWARD, LOCAL 391, MILLER BREWING CO. EDEN, NORTH CAROLINA

"I'm coming to the TDU Convention because I'm eager to see what a real Rank & File Convention is like. I know alot about the IBT and Steelworkers Conventions, and now I'd like to see what the rank & File can do. We'll have a good group coming from Millers and schlitz.

ATTENTION BREWERY & SOFT DRINK TEAMSTERS

Convoy-Dispatch is your paper too. Submit ideas and articles you would like to see. Just keep them short, to the point, and factual.
—Editorial Committee

Lansing TDU Files Charges

The Lansing Michigan Chapter of TDU had its day in front of Joint Council 43 on August 16 when they presented their case against the officers of Local 580.

The charges stem from 580's refusal last January to accept three proposed amendments to our bylaws for reading and a vote by the rank & file. Simply stated the proposed changes were: a)elected stewards; b) majority rule; and c)control of officers' salaries.

The hearing went very well. Thanks to the TDU staff for helping us prepare. However, it will probably be several weeks before we know JC 43's ruling. We'll keep you posted.

"In the meantime we're really looking forward to the Convention October 11-12," said Lansing Local 580 member Bob Minnus. "We know we'll learn a lot and hope to share what we have learned from our internal union charges with others."

LA TDU Stops Firings and Abuse Of Members' Rights at Fedmart

Twice in the past three months Fedmart has broken the law in its drive to intimidate its employees. TDU members have caught them red handed. In June we stopped a wave of illegal firings and now we're hitting back again, defending our rights to distribute **Convoy-Dispatch** in non-work areas during non-work times.

The first incident involved the loss by Local 848 of the members' dues records. The workers at Fedmart are on checkoff and therefore not legally responsible for what happens to their dues once taken out of their checks. But on June 20 Fedmart demanded that several employees either pay their dues **again** or be **FIRED!** TDU responded by providing affected members with a form letter, to be cosigned by a witness and countersigned by management, making absolutely clear what the law was on this matter. Fedmart knew their bluff had been called. The firings were stopped.

The second incident occurred on August 20 when former chief steward Dan Grand received his first warning letter in 16 and a half years. It was for, to quote the letter itself, distributing **Convoy Dispatch** "throughout the lunch area." Dan knows his rights and has already filed charges with the NLRB.

The officials of Local 848 haven't been of much help in this battle. In fact they seem to be more comfortable siding with management. They have continually failed to process grievances within the time limits, have threatened active members with the loss of their jobs, and even sent a letter to all members attacking TDU!

That letter, however, has backfired on the officials. Far from scaring people off it has aroused interest in TDU. People know who is fighting for their rights and who is trying to beat down the activists who are trying to enforce the contract. Even though the letter by Sec.-Treas. Santangelo is full of misleading and half-true statements, TDU whole-heartedly agrees with the part that says "Actions speak louder than words."

By LA TDU

An Open Letter From Kalamazoo Benton Harbor TDU

Our Local President, Jack Brand, brags about what a capable administrator he is and how well our local is run.

We have a few questions regarding his claims:

- Why has the IRS been looking into Local 7's financial records since April, and still have them?
- Why is there a $30,000 suit against Brand for sex discrimination and another $200,000 suit against our local for bungling a strike?
- Why is there so much turnover in the union office? What happened to BA Wayne Desmond?
- Why are our local bylaws in complete conflict with the International Constitution, which calls for nominations from the floor? (Local 7's require petitions well in advance of the meeting.)
- But perhaps the biggest question of all is this: Where is our representation? That's the question the members are asking our top officers as we approach election time.

"Innocent 'til Proven Guilty" The Double Standard in Local 406

By Grand Rapids TDU

Teamster officials convicted of serious crimes are kept on the payroll until all appeals are exhausted. For example, Roby Smith here in Michigan was convicted last year of taking a bribe, yet he still has worked for Local 406, Local 243, and Joint Council 43 while he appeals.

They are 'innocent til proven guilty' even after they've been convicted! Officials can stay on the union payroll while appealing felony convictions, but a member is forced off the job immediately for minor offenses-for us it's guilty until proven innocent.

Take the case of Larry Souter, Local 406 member in Grand Rapids. He is kept off the job for months waiting his day in court. His hearing date of August 26 was postponed til September 30 for the employer's convenience. Meanwhile he has no money coming in for his wife and two children. Is this justice?

And he will have his 'day in court' at the Western Michigan Industrial Board, a notorious outfit set up to put industrial Teamsters under the same kangaroo court system that the freight contract has.

This Board has an address in Grand Rapids but the phone number is in Detroit, 200 miles away, adding to its mystery.

We feel the little guy does count. We are helping Larry. If you would like to help with a contribution, send to TDU Box 352, Jenison, MI 49428.

Hang UPS

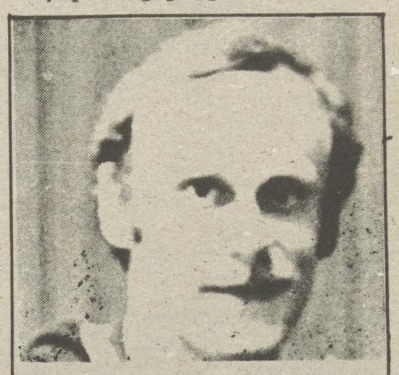
A Column for UPS Workers

TDUer Gets Job Back

Dave Sotak, a package car driver from Beckley, W. VA., was suspended on July 29th. UPS accused him of stealing money from a C.O.D. shipment on **May 16th.** They asked him at the end of July what he did with something in mid-May. Now making over 100 stops a day, 600 stops a week, and they want an exact answer.

Sotak, voluntarily took a lie detector test to show that he did not take the money, and obtained an afadivit from the shipper to say that he had notified UPS on June 25th of the missing money. UPS claimed that they didn't know about it until the end of July. Sotak says that his B.A. said that the affidavit, as well as other evidence was unnecessary and it wasn't until he contacted a TDU attorney, that the union agreed to use the evidence.

"I'm glad TDU was behind me. It was like a military court. They're stepping up harassment down here but they're making a mistake because it's only pulling people together."



"I'll Be There"

DAVE SOTAK, UPS PACKAGE CAR DRIVER, LOCAL 175, BECKLEY, W.VA.

I'm coming to the TDU Convention because I went through the process and saw how they can mess you over if you're not careful. I want to stress to people how important it is to know your rights and how to get them.

Drivers' Walkout Stops Cameras In Philly UPS Bathrooms

by John Braxton
Local 623, Philadelphia, Pa.

One day in August in Philadelphia, UPS started putting little boxes labled "smoke detectors" in the mens rooms. This seemed a little strange, since nothing in the mens room burned except toilet paper and towels. But it seemed even more strange when someone noticed cameras staring out of them.

Word spread rapidly when the company admitted that they were indeed video cameras. The drivers walked out of the building before their start time.

UPS managers sputtered that the cameras where there to "prevent theft and vandalism" not to spy on employees. But half an hour later management agreed to remove the cameras. The drivers returned to their trucks.

Register Friday Evening and see the Award-Winning Film

Norma Rae

This movie depicts the events that began the Textile Workers current boycott of J.P. Stevens and organizing drive to bring hundreds of thousands of Southern Textile Workers into the Union movement. It focuses on a courageous young woman textile worker who lead the breakthrough. Sally Field stars as Norma Rae.

TDU Organizing

N.C. TDU Growing

"Right now people are losing their jobs and seniority at the Schlitz brewery, and Local 391 won't do a thing," a new TDU member at Schlitz told TDU General Counsel Michael Goldberg.

The Schlitz brewery has numerous layoffs, while **forcing** others to work 12 hours every day. As a result union members are losing their seniority (after a two year layoff), and Schlitz will likely try to bring in 'casual' or part time labor to save money and to undercut union conditions.

Local 391 officials seem unconcerned, but the members are very concerned and they're joining North Carolina TDU. A number of Schlitz workers heard about TDU first hand at meetings held in Winston-Salem on August 20 and 21.

North Carolina TDU also held barbeques for the rank and file on August 19 and 20 and a good time was had by all who attended. Most were Teamsters and their families from Miller Brewing Co. but Roadway drivers bought 20 tickets. And drivers and dockmen from Pilot, Carolina and other trucking carriers attended the various events as well and they are continuing to join TDU.

NLRB CHARGE FILED

Meanwhile Miller Brewing has heard that TDU members will not stand for any infringements on their rights. Just before the meeting, Miller management (IRD) removed a TDU flyer from where it was posted. Steward Ed Howell quickly filed an NLRB charge on the matter to guarantee the rights of the members. The charge is now pending.

A number of people from North Carolina are planning to attend the Rank & File Convention on October 11-12.

TDU Meeting in Connecticut drew an interested crowd to hear local activists discuss how to end intimidation in Bridgeport Local 191.

TDU Moves In Connecticut

"If I don't like someone, I get rid of 'em." Sounds like some tough boss. Think again: those are the words of a steward in Local 191, Bridgeport, Connecticut. He attended the TDU meeting held there August 16 as an observer.

Fortunately, many members are starting to stand up to this view and favor rank & file unionism. Some 65 members attended the TDU meeting and a few more were members by the end. Members came from Locals 191, 443, and 677 (Bridgeport, New Haven and Waterbury).

A new TDU chapter is being formed in Southern Connecticut to help members get involved and better organized. Already some members are planning to launch an election campaign in Local 191, a local known for the arrogance of its officers.

A major problem in the area is the spread of casual-ization of the trucking industry. Many Teamsters are "laid off" every day, a device to evade the contract. The union so far is allowing it — the members still pay the same dues into the treasury.

ROCKFORD

TDU's first ever meeting in Rockford drew an enthusiastic response from the members who attended. Although attendance was not large, several large barns were represented and members vowed to "double and then double again."TDU Organizer Ken Paff spoke, and Chicago attorney Peter Katsaros attended and offered to work with the new group.

Chicago TDU Kicks Off

At a meeting on Sept. 27 several Chicago area TDU members will "kick-off" an active TDU rank & file movement in Chicago. The meeting will be held at St. Nicolai United Church of Christ, 3000 N. Kedzie, Chicago at 1 pm.

The meeting agenda will include:

•How to go to small claims court to collect money owed you by the employer.

•A workshop on grievance writing (bring the facts of the grievances you want written up. You will get a chance to write your grievance at this meeting).

•A discussion on making a communication newtwork between Chicago area Teamsters.

All Chicago area Teamsters, including those from freight, road, carhaul, tanker and UPS are invited to come.

Milwaukee TDU Moves

On August 24 the Milwaukee TDU Chapter held a successful picnic which raised some $300. A month earlier an outing to the Arlington Park race track raised a similar amount.

Of course our goal was not just to raise money. We welcomed some newcomers and had a good time. As guests we had out two chapter attorneys, Alvin Ugent and Nola Cross.

Next summer it will be even bigger and better. Thanks to all who helped, especially picnic chairman Louis Carl.

With the summer over, we are now looking forward to a productive year ahead for our chapter.

ATTENTION LOCAL 213 MEMBERS

By now you should have received your ballot for Bylaws changes that will give **more voice to the rank & file member.**

Be sure to **VOTE** and**REMIND OTHERS TO VOTE** as soon as possible.

These changes, if all are passed (a yes vote), will provide for-

- More time allowed for Union meetings.
- **Election** of BAs and **election** of rank and file pension and health and welfare trustees.
- Three year terms for officers instead of five.
- Greater membership voice in officer's salaries.

A maximum vote is needed to insure democracy. Be sure to vote. If you want more information from the members who drafted these changes, call George Fennell at 271-9669 or Jack Vlahovic at 321-8842.

More Officers Make $100,000 +

Since TDU revealed 2 months ago that some 30 IBT officers had salaries over $100,000 per year, continued research turns up more. Chicago tops the list.

Canadian TDUers report that Joe Whiteford, International Organizer and former (appointed) sec-treas of Local 213, made $103,000 last year. Sorry we left you out, Joe. (Canadian affiliates do not file financial reports equivalent to LM-2s).

**** NYC-NJ Area ****
Teamsters interested in bus transportation to the TDU Convention? Have a good time on the way. Call Larry Kudla at 212-463-0543.

DOC
GOT TO GET DOWN TO THE UNION HALL QUICK, BIG SELLOUT GOING ON!
©1980 RMETOP
AND I WANT TO GET THERE BEFORE ALL THE GOOD STUFF IS SOLD.
SOMETIMES I JUST DON'T THINK HE UNDERSTANDS.

*** MEETINGS AND EVENTS ***

BC Yukon TDU
Thurs., Oct. 2, 7:30 PM
Coach House Motor Inn
Lilloitt Rd., N. Vancouver

Buffalo TDU
Sunday, Sept. 21, 1:30 PM
Polish Falcon Club
445 Columbia Ave., Depew

Chicago TDU
Sat., Sept. 27, 1PM
St. Nicolai Church
3000 N. Kedzie

Dayton—Xenia
Sunday, Sept. 28, 5PM
Home Federal Savings Bank
1290 Monroe
Xenia, Ohio

Detroit TDU
Victory to the Rank & File Party
Sat., Sept. 27, 8PM
Quality Inn
I-94 and Connors
Hot dogs, beer, cash bar

Eastern PA. TDU
Sat., Sept. 13, 3PM
Holiday Inn, Bartonsville Exit, 46n, I-80

Gary Area Meeting
Sunday, Sept. 14, 1PM
Ramada Inn
2075 Ripley St.
South Rte. 51
Off 80-94

Indianapolis Area Meeting
Saturday, Sept. 13, 2PM
Howard Johnson's
Harding St., & Rt. 465
Southwest Indianapolis

Lansing TDU
Sept. 21, 2PM
Eagles Lodge, 4700 N. Grand River

Lehigh Valley TDU
Saturday, Sept. 13, 10AM
Trexlertown Volunteer Fire Co.
Rte. 222, just South of Rte 100

Louisville Area Meeting
Saturday, Sept. 13, 10AM
Holiday Inn,I-65 in Clarksville
(at E.Boulevard Exit)

NorCal TDU
TDU Party
Saturday, Sept. 20
call for location:285-4036,or
535-0659

Redding TDU
Local 137
320 Lake Blvd., Redding
Sat., Sept. 13, 9AM

SoCal TDU
Sunday, Sept. 14, 12 Noon
1324 E.166th St.,Cerritos

Toledo Area Meeting
Sunday, Sept. 14, 1PM
Hillcrest Hotel, Madison Ave. & 16th, Downtown Toledo

W.Pa. TDU
Sat., Sept. 20, 11AM
TDU Office, Pgh.
21st and Mary

Charleston Area
Saturday, Sept. 20, 12 Noon
John Smiley's Motel
Rt. 60 West
Between Charleston & St. Albans

Parkersburg Area,WV.
Sunday, Sept. 21, 1PM
Uptowner Inn
Corner of 7th & Green,Parkersburg

Milwaukee TDU
Sunday, Sept. 14, 10 am
Irene J's

SHOC WAVES

Brada-Miller: Union Busters

A decision is expected on September 18 from the Birmingham court where Brada Miller's anti-union maneuvers have been on trial. Brada, which hauls steel and freight in the East, filed for Chapter 11 and promptly used it as an excuse to begin operating non-union!

The trial ended September 6, with union members testifying on their pension and health & welfare benefits, rebutting management's fairy tales.

The judge himself commented that it seemed the sole reason for the bankruptcy was to oust the union.

Meanwhile Brada has closed their Detroit, Gary and some other terminals.

"Even still, this is crucial to win, to stop such a move" one Brada steward told **Convoy Dispatch.** Brada management claimed they went bankrupt because they had to pay H&W payments on people even if they work only one day in a week. In rebuttal a steward testified most drivers worked "50 to 100 hours a week" to try to make ends meet.

Even IBT International Organizer Roland McMasters was implicated in the anti-union plot. Brada's Director of Operations Harold Mathena testified that it was McMasters, supposedly a 'union man,' who gave him information that he could provide health coverage for $80 a month by going non-union!

From all reports, the case was handled well and the union is likely to win. But the basic problem of the spread of non-union carriers will continue until we make the changes we need.

The Rank and File Movment Needs Money

Inflation is taking a bite out of everyone's income. And TDU is no different. Over the past year we have experienced dramatic increases in the cost of our printing, shipping, travel, office supplies, rent, utilities, and more.

We stretch every dollar and do everything possible with volunteer Teamster labor, people who give their time to build this movement.

Our staff works for a fraction of what they are worth. Our Organizer is paid only $11,000 at present to help our very tight budget. Other staff members are paid even less.

To Do the Job, More Funds Are Needed

To do the job—to help our chapters, to pay our attorneys, to maintain our headquarters in Detroit and our Washington, DC office—we must increase our budget.The fight to save our contracts and to take our case to the IBT Convention next year will take more money.

The TDU International Steering Committee is therefore recommending an increase in the yearly dues for TDU members. And we are recommending an all out effort to recruit more members.

If we are able to do these two things, we can insure that TDU can grow in the next year, and make more progress on the goals we all share.

DUES INCREASE PROPOSALS

The International Steering Committee voted on August 30 to recommend a dues increase to $20 with an option for local chapters to charge an additional $5 local dues. We feel this proposal will allow us to meet our needs, **if** the recruitment drive is also undertaken. This proposal will be submitted to the Convention along with a financial report for full discussion and a vote.

Two members of the Steering Committee have submitted a Minority Report, which will also be reported to the Convention. This proposal calls for an increase to $25 with $5 rebated to the local chapter if there is one in that locality.

Both of these proposals are reprinted below. They will be voted on at the Convention, October 11-12. If neither one passes, the present dues structure shall remain in effect.

CHANGE ARTICLE 6: TDU OFFICERS

First sentence presently reads:
Following the election of the International Steering Committee, the Convention shall elect six officers from among the ISC members for the following offices: two Co-Chairpersons, a TDU Organizer, and three Trustees.
Change to read "**four** Co-Chairpersons..." and..."**eight** officers..."

Submitted by Doug Allan and Ken Paff

CHANGE ARTICLE 13: POLITICAL INDEPENDENCE

Add to current Article 13, while striking the phrase:
"but merely to protect TDU from being chracterized as supporting one particular party or organization."

Add this paragraph:

"Because the politicians of both the Democratic and the Republican parties have betrayed the interests of Teamsters and labor in issues from trucking deregulation to labor law reform to basic economic policies, and because IBT locals give away thousands of dollars each year to political causes; each chapter and body of TDU should form **political education committees** which study and discuss the need for independent labor candidates and a new mass working people's political party in the United States and possible support of the New Democratic Party in Canada."

Submitted by
Jim Hamilton, 688, St. Louis

ISC DUES PROPOSAL

Delete Article 12, Paragraph 1, replace with new paragraph 1 to read:

Every member of TDU shall be required to pay to the TDU office minimum yearly dues of $20, except that the ISC can establish reduced dues for retirees and/or low paid Teamsters and that Teamster spouses and any Teamster grossing under $10,000 per year will have a reduced membership fee of $10.00 per year. Membership applications and renewal forms shall have an additional option suggesting a voluntary dues rate of $25.00 of which $5.00 shall be rebated to the local chapter. Local chapters may vote to require this $5.00 for chapter membership.

MINORITY PROPOSAL

Delete Article 12, Paragraph 1, replace with new paragraph 1 to read:

Every member of TDU shall be required to pay to the TDU a minimum yearly dues of $25.00 of which $5.00 shall automatically be credited to the local chapter. The ISC can establish, however, reduced dues for retirees and/or low paid Teamsters and that Teamster spouses and any Teamster grossing under $10,000 per year will have a reduced membership fee of $10.00 per year.

AN ADDITIONAL PROPOSAL ON TDU DUES

Delete Article 12, paragraph 1, replace with new paragraph 1 to read:

Every member of TDU shall be required to pay to the TDU a minimum yearly dues of $30, of which $10 shall be rebated to the local chapter, except that the ISC can establish reduced dues for retirees, and/or low paid Teamsters, and that Teamster spouses and any Teamster grossing under $10,000 per year will have a reduced membership fee of $10 per

Submitted by:
John Torbet and
the Nor Cal Chapter

THANKS!

A TDU member, who wants to remain anonymous, gave TDU $700 this month after winning a modest settlement from his employer through NLRB action. This is the kind of generosity that keeps us going.

To all who support our goals—we need financial support from you. Memberships, donations, monthly pledges—these are our lifeline. Can you help?

six way split

Associated Transports, the Ford carrier in Kansas City and St. Louis has been hurt harder than most by the recession. The SuperCabs and Marquis don't sell and the layoffs have been severe. But things should pick up a bit now with expansion of backhauls out of Chicago. Associated is dispatching on their own bills out of Car Carriers' Chicago terminal.

Currently this backhaul is set up under Article 61 with a dock drop on one end and small zones. But now the company wants to rewrite the deal under the "blank check" of Article 22. So long dock drops, hello long unpaid deadhead miles. It's supposed to be the price for putting a few more drivers back to work. Unfortunately, we'll still be paying this price when the recession is long gone.

When layoffs force acceptance of an inferior cutrate deal, we should always **insist** that **the deal is off as soon as all drivers are back to work.** And get it in writing.

Rider Ripoffs Roll On. Even though the contract says local riders are to be negotiated within 180 days of the contract signing, many are still being settled. In many ways the rider is as important as the national contract and supplements. And the companies want more takeaways.

C&J Commercial Driveaway carhaulers in Lansing Mi. recently lost 14 out of 15 disputed rider provisions at the Central-Southern. Most importantly, the company can now dispatch during regular union meetings. This ends a long practice which every terminal **should** have of "shutting the window" during union meetings. Attendance and rank and file solidarity are at stake.

It's an old sad story. Since we don't have the right to strike, companies routinely send things to the panel to get what they want. And the wishes of the rank and file are just ignored.

Anchor Motor Freight has told its **Linden** NJ drivers they can be guinea pigs in Anchor's latest productivity scheme—running **double trailers** loaded with 13 big cars to Canada, Detroit, and points west. 17 car rigs out of Tarrytown NY could be next on the agenda. Achor is offering to pay 31½c the running mile and (with the horrendous complications of double carhaul trailers) all the excess loading time, delay time, breakdown time, etc., you can get.

Anchor is promising a lot of straight loads. TDU promises flowers to the widow of the first driver forced on a 13 way split to Chicago.

There is no pay provision in the Eastern Suppliment for double trailers. **So there is no reason to accept running mile pay for this work.** (As in Central-Southern). Anchor plans to run these trains loaded both ways. Unless Local 469 BA Freddy Potter holds out for full rate both ways (at least!),drivers forced into this deal will work for less than they would hauling a single trailer on the same trip.

"I'll Be There"

Carhaulers from across the country will be gathering at the meeting of the CARHAULERS COORDINATING COMMITTEE at TDU Convention in Cleveland, Oct. 11-12.

Main topics of discussion will include the current threats to our job security, company demands for relief giveaways, and our plans to make majority rule on contracts a big issue at the IBT Convention next summer.

IF YOU VALUE YOUR JOB, CONDITIONS, AND STANDARD OF LIVING, YOU SHOULD BE PRESENT AT THIS MEETING. At least make sure someone from your terminal attends.

It will be enjoyable time together, and an important event for all carhaulers. See you there.

Carhaulers Coordinating Committee
Jim Carothers, Commercial Carriers, Local 299
Chairman
Gary LaFlame, F.J. Boutell, Local 332
Vice-Chairman

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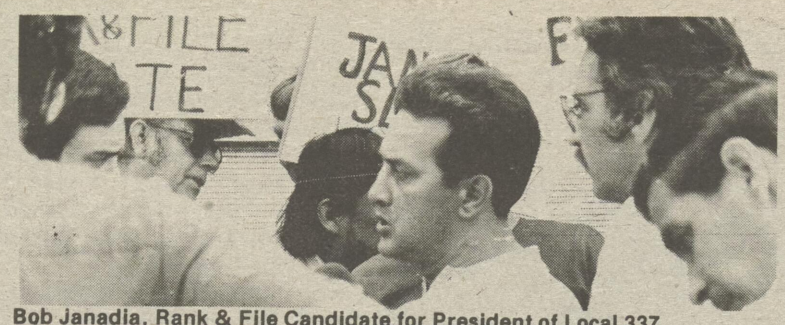
RANK & FILE CHALLENGE IN LOCAL 337

A seven member Rank & File Slate is posing what may be the strongest challenge in the history of Local 337 to the local's President and International VP Bobby Holmes, who has dominated the local since its inception. The Rank & File Slate, led by TDU activists, got off to a good start at the local's nominations meeting on September 7.

In 1977 a three man slate, running on a $700 budget, managed to pull 43% of the vote. TDUer Bob Janadia, who headed that slate, is leading the current challenge to Holmes.

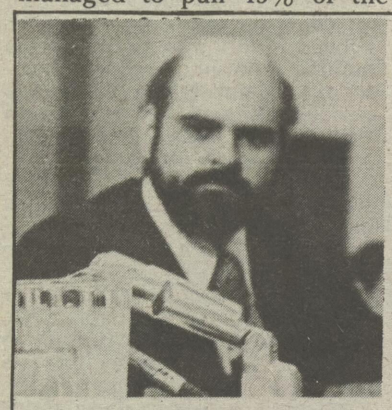
"Our Rank & File Slate is impressive" says Janadia. "All our candidates are stewards or former stewards, and many have been on negotiating committees. The candidates are from seven different companies, ranging from grocery to beverage to wholesale delivery, reflecting the variety of companies in the local."



Bob Janadia, Rank & File Candidate for President of Local 337.

In addition to Bob Janadia, the other members of the Rank & File Slate are: Charlie Lawrence for VP, Jerry Bliss for Sec.-Treas., Doug Longton for Recording Sec., and Randy Ryan, Rich Matuszewski, and Frank Savage for Trustees.

The Local 337 election comes on the heels of victory by reformers in Detroit's freight Local 299 in May. This victory has fueled the confidence of 337 members who feel that change is a necessity in Michigan's largest local.

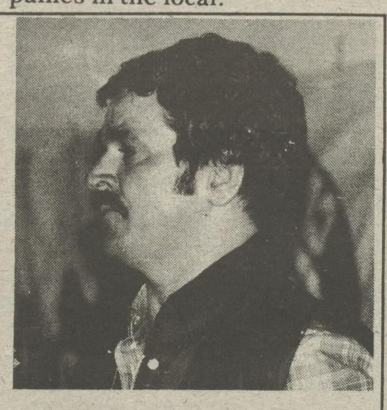


"I'll Be There"

Pete Camarata, Local 299, Detroit Candidate for General President

I've been to 2 IBT Conventions and all 4 Rank & File Conventions. I can say I prefer the Rank & File ones.

But this year is the big one, with deregulation of the trucking industry threatening to destroy our job security and conditions. We've got to plan what we're going to do, especially with the IBT Convention coming up next year.



"I'll Be There"

Jack Vlahovic, Local 213, British Columbia [elected Sec. Treas. of Local 213 and removed by the hierarchy]. Candidate for IBT General Sec. Treas., construction driver.

The Convention is important in building our campaign for new leadership in the IBT. The Rank & File Convention is truly an International Convention with Canadian and U.S. Teamsters together in solidarity working to make our union a better organization for all.

Camarata Wins Round for Rights

Once again TDU has won a legal victory against attempts by the union hierarchy to "get" TDU Co-Chairman Pete Camarata of Detroit Local 299.

Charges against Camarata by International Organizer Larry McHenry have been dropped andare null and void.

TDU attorney Ann Thompson had gone to court on the matter and told **Convoy Dispatch** "they knew we were going to win in court." So the International's lawyers from Milwaukee and Washington and Detroit agreed to throw in the towel and rescind the charges.

These "charges" were heard by a kangaroo court in March 1979, where Pete was accused of fomenting a wildcat strike over the National Master Freight Agreement. Pete was put on "life-time probation" by the officials of 299, most of whom have since been voted out of office.

Now this charade is officially over. This was the second attempt to discipline Camarata. On April 1, 1977 Pete was expelled from the union for the 'crime' of visiting a picket line of carhaulers who were on strike against a union sellout. But Pete was re-instated that same day by a federal court.

And Camarata? He never paid any attention to the kangaroo court anyway. He kept on doing the same thing he's been doing for years—speaking out for the rank and file.

DaLesio & Bell Return $384 G

After 2½ years of litigation, TDU-PROD lawyers Arthur Fox and Paul Levy were successful in forcing a former Local 311 official, Leo DaLesio, to return $175,000 to the Baltimore Local. In addition, the court ordered DaLesio and his business partner, Alfred Bell, to repay the Local's pension and welfare funds another $209,186 with yet another $80,000 awaiting disposition of a final claim. DaLesio had used the money to build a quarter million dollar personal severance fund and to enjoy such perks as season tickets to the Baltimore Colts and the use of a resort condominium owned by Bell.

According to Fox, the Court's ruling established a new standard of accountability for union officers and fund trustees. Now the "burden of proof" will be on the official to prove his innocence. For example, if there is evidence of misuse of union funds for personal gain, the union official can no longer shield himself behind the Fifth Amendment.

Retired PROD member Donald Brink was the Local 311 member who toughed out the lengthy legal battle necessary to secure the new legal standard. "I think the case will show the rank & file that if someone stands up for what they believe is right, it can open everything up," Brink said. "And if a man doesn't stand up for what he believes is right, he's a weak man, not a union man."

NO GIVEAWAYS!

TDU led the fight for a better freight contract in 1979. We led the Steelhaul shutdown that won a better contract. Now we're leading the fight against takeaways and for Job Security in the 1980 contract reopening. Isn't it time *you* acted—to protect your job and your contract. Join Now!

Name_____ Local Union #_____

Address_____

City_____ State/Prov._____ Zip_____

Phone_____ Company_____

City☐ Road☐ Dock☐ Clerical☐ Warehouse☐ Production☐ Other_____

☐ Yes, I want to join TDU and build rank and file solidarity—$15 basic membership fee, for one year's membership and subscription to **Convoy Dispatch**

☐ $25 membership fee for all Teamsters who can afford it. ($5 of this will go to the local chapter)

☐ $10 for spouses and retirees, and Teamsters who gross less than $10,000 a year

☐ I want to distribute **Convoy Dispatch.** Prices per issue are: ☐100-$7 ☐50-$5 ☐20-$3 ☐10-$2

☐ I want to help build TDU by signing up members or helping organize a meeting. Contact me.

Join TDU!

Return to: TDU, P.O. Box 10128, Detroit, Mich. 48210